

Dear Local Board of Education Chair and Superintendent:

As I explained in a letter last July, it has become clear that just as we have developed effectiveness standards for teachers and principals, a companion set focused on the emerging challenge of leading next-generation teaching and learning efforts are essential for superintendents. It has been my continued hope that we will align the teacher, principal and superintendent evaluation procedures to drive a model of professional growth and learning for all educators.

This past school year, every local board of education and superintendent were asked to incorporate three specific components into their current superintendent evaluation process: district delivery targets/Professional Growth and Effectiveness System (PGES), budget/support systems and facilities/support systems. The local board reviewed and discussed these with the superintendent in an open board meeting and documented the discussion in the board meeting minutes. Additionally, assurances and evidences that these critical conversations occurred were received by the Kentucky Department of Education (KDE) from all districts through an easy-to-use Superintendent Evaluation Diagnostic in ASSIST, an online tool that districts and schools are currently using for continuous improvement plans and processes.

During the 2014-15 school year and annually as we move forward, all superintendents will continue this three-step process except that from now on, a report called Superintendent Assurances will replace the Superintendent Evaluation Diagnostic Report in ASSIST and will need to be completed prior to submission of the Comprehensive District Improvement Plan in ASSIST.

Meanwhile, the Superintendent PGES Steering Committee has been meeting to develop new superintendent standards, an effort that started with the Kentucky Association of School Administrators (KASA) back in 2011-12 when it became clear that there was a critical need to more clearly define expectations for the performance of new superintendents. KASA piloted the standards for new superintendents with its 2012-13 training cohort.

In the spring of 2013, the Superintendents Advisory Council (SAC) directed KASA to engage with the Kentucky Association of School Superintendents (KASS) and the Kentucky School Boards Association (KSBA) in the development of a new unified set of superintendent standards and evaluation procedures for all superintendents. The Superintendent PGES Steering Committee presented its work at the April 2014 Kentucky Board of Education meeting. A statewide pilot of the new standards and the Superintendent Professional Growth and Effectiveness System (SPGES) is scheduled for the 2014-15 school year, with full implementation in the 2015-16 school year.

**During the 2014-15 SPGES statewide pilot, all Kentucky districts and local boards are asked to become familiar with the tools and process developed by the steering committee. Watch for an e-mail message soon that will provide you with a link to a webpage of resources to assist with learning more about SPGES.**

KSBA continues to partner closely with the department in developing the needed training on SPGES for school board members. Districts may continue to use their current documents for superintendent evaluation or adopt the work of the steering committee for the 2014-15 school year.

An upcoming decision point to be made by each local board is whether to adopt the new superintendent effectiveness system or a locally-developed system meeting the same criteria as the steering committee's system. (To access the rubric document containing the criteria and the other documents that are part of SPGES, click on the following link: <http://education.ky.gov/teachers/PGES/SPGES/Pages/Early-Info.aspx>.)

Any locally-developed system will require prior approval by the Kentucky Department of Education (KDE). By December 31, 2014, a decision on which system will be used by your local board in 2015-16 and in the years to come must be submitted via e-mail to Dr. Tommy Floyd at [tommy.floyd@education.ky.gov](mailto:tommy.floyd@education.ky.gov).

The goal is a common set of statewide superintendent effectiveness standards and a process to maximize feedback for the continuous professional growth and effectiveness of all Kentucky superintendents.

KDE is not requiring that actual superintendent evaluations be submitted to the Kentucky Department of Education (KDE), but reminds you that they are subject to the Kentucky Open Records Act.

I hope you will consider this letter carefully and start working toward adoption of the steering committee plan for superintendent evaluation or the development of an aligned tool approved by KDE in time for the 2015-16 school year.

Questions on SPGES can be directed to Dr. Tommy Floyd, KDE Chief of Staff, at (502) 564-4201, ext. 4810, or via e-mail at [tommy.floyd@education.ky.gov](mailto:tommy.floyd@education.ky.gov).

Sincerely,

Terry Holliday, Ph.D.